



# ADJC TODAY

*The mission of the Arizona Department of Juvenile Corrections is to enhance public protection by changing the delinquent thinking and behaviors of juvenile offenders committed to the Department.*

JANET NAPOLITANO, GOVERNOR

DAVID A. GASPAR, DIRECTOR

July 2003

## MESSAGE FROM THE DIRECTOR

*Stay In Touch, Share Youth Success Stories*



Anyone who is a parent knows that their job doesn't end when their child leaves home. Supervising a young person requires patience, persistence, and a willingness never to give up. A young person may be ready to move out, but he or she could still benefit from some useful advice on how to cope with this new-found freedom. Those truths apply just as well to youth who have completed programming within the Arizona Department of Juvenile Corrections (ADJC).

In recognition of that reality, ADJC Policy and Procedures have been clarified regarding contact with youth. Department employees are encouraged to continue being supportive of youth who seek their advice. While appropriate boundaries must be respected, nothing in Policy or Procedures bars staff from ongoing continued communication with youth.

This issue of *ADJC Today* contains a story about a young man who learned how to handle his anger-management and behavioral-health needs during a 10-month length of stay at a secure facility. He is working, he is going to school, and he volunteered to enter a boot camp program. ADJC is developing an Alumni Organization that will encourage youth like him to help us improve programs, and to serve as role models for youth who are still working on their behavioral challenges.

In addition, I urge all of us who hear from youth to pass on their success, and to allow our Communications staff to share those stories with colleagues. Please remember that all of us are teachers, and every member of our Department, including youth corrections officers, teachers, members of security, and clerical support staff, may have had an opportunity to provide guidance to youth, and probably would enjoy hearing about someone who has changed their life for the better. 🍀

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## *State Budget Spares ADJC From Cuts, Restores Funding For Some Programs*

Now that the state Legislature and Governor Napolitano have completed work on the FY2004 state budget, it is time to assess the impact of their decisions on the Arizona Department of Juvenile Corrections (ADJC), and on the juvenile justice community in general.

Most of us are aware by now of the fiscal challenges the state's leaders faced over the past two years as they grappled with potential budget deficits which the state Constitution required them to eliminate. This year, legislators and the Governor had to eliminate a 14 percent shortfall in the budget, or about \$1 billion.

***The good news is that no major funding cuts were imposed.***

While early proposals included large cuts to education, services for children, and juvenile justice, the budget that emerged from the Legislature restored funding in many of those areas. Governor Napolitano used her line-item veto powers to modify that budget even further by adding about \$31 million in additional spending, and shifting around other funds in a way that restored spending in many areas that affect state services for youth, families, and schools.

The following is some information on how those decisions will affect state employees, juvenile justice, and other programs impacting the work of this Department:

- What would this budget mean to us as state employees?

The good news is that no major funding cuts were imposed on most agencies, making it unlikely that there will be large reductions in force or hiring freezes during the next year. Unfortunately, the Legislature did not provide funding for salary increases in FY2004. In addition, both health insurance rates and Arizona State Retirement System contributions will increase. Correctional Officer's Retirement Plan (CORP) contribution rates will not increase, however.

- What would it mean to the Arizona Department of Juvenile Corrections?

For the most part, the budget is good news for ADJC. None of the Department's programs were cut and ADJC retained its budget flexibility. We also succeeded in getting a provision added that prevented the loss of \$217,000 in classroom funding.

On the other hand, it is not clear how much funding will be provided to fund the Department's share of increases in health insurance and retirement rates. The Legislature decided to provide additional revenue from certain court fees to fund the higher costs that the Department will have to pay toward pension contributions and health-care coverage. No one knows how much revenue those fees will provide, however.

As a result, ADJC might have to cut up to \$1.5 million from other areas to cover these increased costs. If this budget is signed into law, the Department will decide how to manage these costs during its internal budget process over the next month.

- How will other aspects of the juvenile justice system be affected?

The best news is that a series of funding cuts for probation officers was changed. In addition, the Governor used her line-item veto powers to restore funding for a number of substance abuse programs and funding that the Arizona Department of Health Services uses for mental health services. Funding that would have reduced the Department of Economic Security's ability to monitor child abuse allegations also was restored.

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Over the coming weeks, Director Gaspar and the Leadership Team will assess the budget and make some decisions regarding resource allocations. Given a lack of additional funding and a number of unanticipated costs, some tough decisions will have to be made. As those decisions are reached, the Department will share them with employees, families, and stakeholders. 🐼

### ***ADJC Restorative Justice Administrator Wins Leadership Award***

Katrina Montañó is out to change the world - one victim at a time.

As Restorative Justice Administrator for the Arizona Department of Juvenile Corrections (ADJC), Ms. Montañó has spent the past four years enhancing the Department's ability to create an atmosphere in which the needs of victims of juveniles committed to the Department are recognized and addressed. In turn, some victims of crime have come to play a significant role in addressing delinquent behavior.

Instead of being passive, even silent, these victims obtain help and counseling, assistance in collecting court-ordered restitution payments, and they get to participate in the Superintendent's Review Boards and Release Boards that determine whether a juvenile is ready for release.

Because of that work, Ms. Montañó was honored last month with a Leadership Award by the Arizona Attorney General's Office of Victims Services.

"Katrina Montañó's tireless advocacy on behalf of victims within the Department has resulted in a fundamental change of outlook," said Lou Goodman ADJC's Legal Systems Director. Mr. Goodman nominated Ms. Montañó for the award.

Mr. Goodman cited a number of changes implemented by Ms. Montañó, including the following:

- She created an effective multi-faceted victims' services program within ADJC.
- Grant funding was obtained to improve services to victims.
- Restitution payments by youth rose 85 percent between 2000 and 2001 after a task force led by Ms. Montañó created an automated system for tracking compliance with court-ordered restitution.
- She aggressively addressed ADJC's responsibility to assure that juveniles comply with court orders for HIV testing, the submission of DNA samples, sex offender registration, and sex offender notification.
- She obtained a grant that financed the creation of a Victims' Rights Specialist who helps victims cope with the aftermath of their crimes, accompanies them when they attend review boards and, when appropriate, facilitates interaction between victim and offender.

***Katrina Montañó's timeless advocacy has resulted in a fundamental change of outlook.***

As evidence of her success, Mr. Goodman cited ADJC's Strategic Goals, the blueprint that guides all of the Department's decision-making. The Leadership Team established Goal No. 5, which states that "ADJC will cause committed youth to contribute to the restoration of victims and communities they have harmed."

In accepting the award, Ms. Montañó cited the words of the Anthropologist Margaret Mead: "Never Doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has." 🐼

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## *ADJC Youth Copes With Behavioral-Health Challenges To Find Success In Another State*

One year ago, 15-year-old Brandon was a deeply troubled adolescent who had problems managing his anger, skipped school, and battled episodes of depression.

Today, after experiencing 10 months of mental-health programming with the Arizona Department of Juvenile Corrections (ADJC), Brandon is taking his prescribed medication, has a job, and has committed himself to accepting the discipline of a boot camp program in another state.

***ADJC Programs for mental-health youth can cause significant changes in behavior.***

“He is doing well, and he wants everyone who worked with him to know about his success,” said Gail Horner, institutional coordinator for the Encanto Mental Health unit at Adobe Mountain.

Making those changes wasn’t easy. Brandon had an extensive history of conflict and repeated referrals to the juvenile court, and a record of chronic burglary. He had a tendency to get in fights, and even assaulted a probation officer. He spent a lot of time in the Separation program, but he also began demonstrating some progress and responded to the structure and behavioral programming in the Encanto unit, earning his release from Adobe Mountain last May.

When he moved out of state to rejoin his family, Brandon demonstrated an ability to stick to the rules and avoided a return to the delinquent behaviors that caused him so many problems in Arizona.

Linda Manske, a parole officer with ADJC’s Interstate Compact office, said that Brandon’s parole officer in his new home state has been impressed by his compliance and apparent change in behavior.

Brandon’s success is evidence that, while ADJC is being asked to take responsibility for a growing number of youth with mental-health needs, the programs employed to work with these youth can cause significant changes in behavior.

*Many of us hear from ADJC youth who are demonstrating a change in behavior. Since each of these youth has been touched by a number of staff, we would like to share their stories with your colleagues. Please contact the Communications Division at (602) 542-4303 with these stories of success. 🐾*

### ***MIS Update***

*by Susan Lucero, Information Technology Specialist, Management Information Systems*

The following new programs have been added to Windows YouthBase:

- ▶ **Offense History:** Detail regarding youth criminal offense that include dispositions and findings;
- ▶ **Scheduler:** Calendar and messaging of all youth staffing, hearings and boards; and
- ▶ **Youth Grievance:** Tracking system for grievances being submitted by youth.

These new programs were released in early June. 🐾

*ADJC Today* is the employee newsletter of the Arizona Department of Juvenile Corrections. Unless noted otherwise, articles are written by Communications Division staff. For comments or input, please contact the Communications Office at (602) 542-4497. This document is available in an alternative format upon request.